

# EXHIBIT 1159

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**From:** Donna Morris  
**Sent:** Saturday, June 05, 2010 9:49 AM  
**To:** Shantanu Narayen  
**Cc:** Donna Morris  
**Subject:** T&C's - confidential  
**Attachments:** Value Matrix-[REDACTED].pdf; Executive Pay Recv21.xls.pdf; Value Matrix-[REDACTED].pdf

Shantanu – Please find attached proposed promotional compensation packages for [REDACTED] and [REDACTED] taking into account market and internal equity, a high level summary is below. You will also find attached for your reference the January 2010 compensation for all of Ops Staff.

[REDACTED]  
Current:  
[REDACTED] [REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED] [REDACTED]

Proposed:  
[REDACTED] [REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED]

Equity:  
[REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED]

[REDACTED]  
Current:  
[REDACTED] [REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED] [REDACTED]

Proposed:  
[REDACTED] [REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED]

Equity: [REDACTED]  
[REDACTED]

Feel free to call to discuss – or we can connect Monday morning, donna

